

## Employment Software — for Recruiters and HR —

*Recruiter 4 Windows, IRIS, Resume Assistant, Resume Detective.*

Home

En Français.

Your Vision

● **Knowledge Probe Inc.** specializes in the development and support of a variety of recruitment solutions for HR, Permanent Placement Agencies, Temporary Recruiting, Contract Consultants, Executive Recruiters and other organizations dealing with people and skills. Our solutions cover the spectrum from home-based recruiters using small databases, through mid-sized companies, to enterprise-wide recruiting with client/server technology. All products are MS/Windows-based.

Our Focus

Technology

*Our clients are those that cannot find "off-the-shelf" solutions to fit their recruiting needs.*

Products

● **Recruiter 4 Windows (R4W)** is a *fully-customizable* system that adapts to the needs of any client.

Clients

● **IRIS** interprets, classifies, and categorizes résumés and exports information into R4W.

Support

● **Résumé Assistant** provides résumé interpretation for anyone who is swamped with résumés.

Careers

● **FREE! Résumé Detective** scans the web looking for résumés that fit your requirements.

Free Stuff

● **Résumé Mirror** will be announced soon.

Contact Us

*Please direct inquiries about these pages to [webmaster@recruiter.ca](mailto:webmaster@recruiter.ca).*

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## Employment Software — for Recruiters and HR —

### Technology.

**Home**

#### ● The Recruiting Engine

**Your Vision**

Knowledge Probe uses a proprietary recruiting engine that we have specifically designed for Windows-based recruiting. This engine allows us to create systems that are unique for every customer, yet every customer benefits by using the same engine.

**Our Focus**

**Technology**

**How is this possible ?** Because we have wrapped specific client application needs as layers or shells around the engine. Every client gets the same engine, everyone has the same level of maintenance, everyone has the same basic functionality, yet everyone still gets to work differently.

**Products**

#### ● One "Shoe" Really Does Fit All !

**Clients**

Recruiter 4 Windows is the only recruiting package that can be easily adapted to your ways of recruiting and your hiring processes. No longer do you have to settle for software that makes you change the way you do business. Agency recruiters get what they want. Corporate recruiters get what they want. In any way or manner.

**Support**

**Careers**

#### ● Customization

**Free Stuff**

R4W customization includes: screens (fields, look, feel, response, layout), terminology, database fields, lookup codes, reports, menu commands, power buttons and above all functionality.



#### ● Language-Friendly

R4W's customization has allowed it to operate entirely in French. For example, several clients in Quebec, Canada use completely different French versions of Recruiter. Screens, messages, lookups and reports all in French. *Remember, they all use the same recruiting engine as the base.*

#### ● Recruiter 4 Windows

R4W is a comprehensive, highly integrated recruitment software system that provides total candidate, client, contact and job opening management. A relational planner tracks events and activities from anywhere in the system.

R4W operates in today's world of client server and wide area networks using the latest industry standard operating system and RDBMS platforms. The optional Internet Assistant modules provide secure two-way access via the internet.

#### ● Intelligent Resume Input System

IRIS reads and interprets the contents of resumes, extracts the information you want and puts it into the R4W database. IRIS is an integral part of R4W.

IRIS indexes every non-trivial word in the resume for later retrieval. As an expert system, IRIS already knows the different ways that people will present their skills and looks for the variations on your behalf.

## ● Features Summary

Detailed specifications for R4W and IRIS [are found here.](#)

## Employment Software — for Recruiters and HR —

### Products.



#### Your Vision

- *The Recruiter line of products is available in different versions for both corporate recruiters and agency-based recruiters. Each line provides for varying degrees of integration depending on client requirements.*

#### Our Focus

Compare our Recruiting Solutions

#### Technology

- **Recruiter 4 Windows.** R4W is a complete, fully-customizable recruiting solution for the recruitment industry and corporate recruiters. The product is adapted to the workflows and processes of the each client.

#### Products

#### Clients

- **IRIS.** Intelligent Resume Input System extracts all vital information from resumes. Has powerful user options. Works with any Recruiter product.

#### Support

- **IRIS/SA.** Customizable, stand-alone version of IRIS. Interfaces with any existing recruiting product that is SQL-compliant. Please call regarding your integration requirements.

#### Careers

#### Free Stuff

- **Resume Assistant.** Starter system for resume handling. Extracts name, address, phones, email, skills, jobs and degrees.

#### Contact Us

- **Resume Detective.** Free product. Hunts for web-based resumes at free resume sites and passive locations.

- **Resume Mirror.** Programmable resume component for integration with existing recruiting systems. Currently undergoing beta testing as of Sept/Oct 2000. Call for more information.

**Product Features Comparison**

	R4W	RA	R4W SE	IRIS	IRIS SA
<b>Basic Resume Interpretation</b>	-	<input type="checkbox"/>	-	<input type="checkbox"/>	<input type="checkbox"/>
<b>Employment &amp; Education Extraction</b>	-	-	-	<input type="checkbox"/>	<input type="checkbox"/>
<b>Extended Resume Processing</b>	-	-	-	<input type="checkbox"/>	<input type="checkbox"/>
<b>French Resume Extraction</b>	-	-	-	<input type="checkbox"/>	<input type="checkbox"/>
<b>Candidates</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Job Orders</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	-	-
<b>Clients</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	-	-
<b>Contacts</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	-	-
<b>Events &amp; Activities</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Placement Tracking</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	-	-
<b>Send-Outs</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	-	-
<b>Contracts Option</b>	<input type="checkbox"/>	-	-	-	-
<b>Time Sheet Option</b>	<input type="checkbox"/>	-	-	-	-
<b>Integrated Planner</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	-	-
<b>Document Management</b>	<input type="checkbox"/>	-	-	<input type="checkbox"/>	<input type="checkbox"/>
<b>Searching</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-	-
<b>Automatic Match</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	-	-
<b>Extended Security Settings</b>	<input type="checkbox"/>	-	-	-	-
<b>Audit Log</b>	<input type="checkbox"/>	-	-	-	-
<b>Client/Server</b>	<input type="checkbox"/>	-	-	<input type="checkbox"/>	<input type="checkbox"/>
<b>Multi-User</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Internet Applicant Option(s)</b>	<input type="checkbox"/>	-	-	-	-
<b>Internet Job Order Options</b>	<input type="checkbox"/>	-	-	-	-
<b>Stock Reports</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-	-
<b>Custom Reports</b>	<input type="checkbox"/>	-	-	-	-
<b>Complete Lookup Codes</b>	<input type="checkbox"/>	-	-	<input type="checkbox"/>	<input type="checkbox"/>

<b>Custom Skill Lookups</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Full Customization</b>	<input type="checkbox"/>	-	-	-	<input type="checkbox"/>
<b>Basic Customization &amp; User-Defined Fields</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>French Version</b>	<input type="checkbox"/>	-	<input type="checkbox"/>	-	-
<b>Base Pricing</b>	\$15,000	\$259	\$4,000	\$4,000	\$10,000
<b>Extra Users</b>	\$600	-	\$600	discount	discount

Enter Web Address: 

All

[Take Me Back](#)[Adv. Search](#)Searched for <http://www.recruiter.ca>**18** Results

\* denotes when site was updated.

**Search Results for Jan 01, 1996 - Jul 08, 2003**

1996	1997	1998	1999	2000	2001	2002	2003
0 pages	0 pages	0 pages	1 pages	6 pages	5 pages	6 pages	0 pages
			<a href="#">Apr 23, 1999</a> *	<a href="#">Mar 03, 2000</a>	<a href="#">Apr 18, 2001</a>	<a href="#">Jan 22, 2002</a>	
				<a href="#">Aug 11, 2000</a>	<a href="#">May 16, 2001</a>	<a href="#">May 28, 2002</a>	
				<a href="#">Aug 16, 2000</a>	<a href="#">Jul 21, 2001</a>	<a href="#">May 29, 2002</a>	
				<a href="#">Sep 19, 2000</a>	<a href="#">Sep 26, 2001</a>	<a href="#">May 30, 2002</a>	
				<a href="#">Oct 18, 2000</a>	<a href="#">Nov 29, 2001</a>	<a href="#">May 31, 2002</a>	
				<a href="#">Oct 24, 2000</a>		<a href="#">Jun 05, 2002</a>	

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All

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Adv. Search

Searched for <http://www.recruiter.ca/detective/nj.html>**13** Results

\* denotes when site was updated.

**Search Results for Jan 01, 1996 - Jul 08, 2003**

1996	1997	1998	1999	2000	2001	2002	2003
0 pages	0 pages	0 pages	4 pages	6 pages	2 pages	1 pages	0 pages
			<a href="#">Oct 13, 1999</a> *	<a href="#">Mar 02, 2000</a>	<a href="#">May 04, 2001</a>	<a href="#">Feb 08, 2002</a>	
			<a href="#">Oct 23, 1999</a>	<a href="#">Mar 07, 2000</a>	<a href="#">Jul 12, 2001</a>		
			<a href="#">Nov 14, 1999</a>	<a href="#">May 10, 2000</a>			
			<a href="#">Nov 15, 1999</a>	<a href="#">Jun 14, 2000</a>			
				<a href="#">Oct 14, 2000</a>			
				<a href="#">Dec 10, 2000</a>			

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## Employment Software — for Recruiters and HR —



*Intelligent Resume Input System (IRIS).*

**Home**

### ● Resume Interpretation



**Our Focus**

IRIS is an expert system that reads and interprets the contents of resumes. It is an automated data entry vehicle that accurately extracts important information and stores it into the R4W database.

**Technology**

Detailed personal, education and employment history is extracted. Skills are extracted using all known combinations of words, phrases, acronyms and abbreviations.

**Products**

### ● Rules and Knowledgebases

**Clients**

IRIS uses built-in rules, clues and knowledgebases to process resumes. For instance, if IRIS automatically determines that a resume is for a medical person, then it will use a medical knowledgebase to extract skills and job functions. Knowledgebases are totally user-definable and IRIS includes an extensive starter set of skill and job codes for almost any industry.

**Support**

Download and print our [brochure](#) in MS/Word format.

**Careers**

### ● Data Extraction

**Free Stuff**

The extraction algorithms in IRIS will locate and extract the following information, if present:

**Contact Us**

- Full Name
- Address
- City, Province/State, Postal Code, Country
- Home Telephone Number
- Work Telephone Number
- Cellular or Other Phone Number
- Fax Number
- Home E-Mail Address
- Work E-Mail Address
- Objective
- Educational Backgrounds, including
- Educational Institutions
- Majors
- Degrees
- Graduation Years
- Grade Point Averages
- Employment History, including
- Employers
- Job Functions
- Job Titles
- Start and End Dates
- Skills
- Keywords (non-trivial words)

### ● Screen Shots

- Main Screen & Primary Extraction
- Education Extraction
- Employment Extraction
- Skills Extraction
- Duplicate Detection
- Resume Sources
- Aliases

## ● Features Summary

### RESUME INPUT

Scanner  
Fax  
E-Mail  
Direct Mail Box Read  
Resume Detective  
Word Documents  
Text Files  
RTF Files

### RELATIONAL DATABASES

MS/SQL Server  
Oracle  
Sybase

### DUPLICATE DETECTION

By Name  
By Phone Number  
By Address Portions  
Defer, Replace, Add & Merge Modes

### SKILLS EXTRACTION

Automatic Classification  
Automatic Knowledgebase Selection

Aliases and Acronyms

### ADDITIONAL FEATURES

Event Recording  
Multiple Sources  
Visual Interface  
Ownership Enforcement  
Tandem Mode  
Batch Processing  
Dossier Attachment  
Fax Header Removal  
Defer Queue  
Inferences & Associations

# IRIS - The Intelligent Résumé Input System

IRIS is a sophisticated piece of Résumé Processing Software for MS/Windows™ (NT/95/98). IRIS feeds on résumés to extract relevant applicant information for immediate use by your recruiters. It relieves your administrative staff of the time-consuming task of gleaning important details from applicant résumés.

IRIS performs the job of interpreting, classifying, categorizing and filing each résumé in less than 30 seconds. Data is extracted and maintained in a relational database. IRIS also indexes every non-trivial word in each résumé for later retrieval. Résumés may be obtained via fax, scanner, e-mail, word processor, clipboard and the Internet. IRIS also knows about variations of spellings, acronyms and aliases, so that every possible way of representing information is fully extracted and searchable.

Once processed by IRIS, Recruiter 4 Windows (R4W) is used to manage your valuable inventory of applicants and match them to your job openings. The R4W/IRIS combination gives your organization the power to economically take advantage of a goldmine of information.

**Intelligent Résumé Input System**

File Edit Search Interpret Options Window Help

**Résumé Editor**

Matthew Silvers

**Extracts**

**Personal**

Salutation  F2

First Name  Matthew

Middle Name

Last Name  Silvers

Address  10-59 33th St

City  Woodside

Province/State  NY F2

Country  U.S.A F2

Postal/Zip Code  11377

SIN/SSN

Language  English

Phone numbers

Home  212/555-3576

Work

Other

E-Mail

Objective  Industrial Manufactu

Classification  Hi Tech F2

Birth Date

212-555-3576

including ASIC,  
gh performance

Toronto, ONT

n Intel 8096CA with  
nd schematic capture  
log.

Rochester, NY

rocess control of an  
. Through an MRP  
le to review the

Personal Education History Work History Skills Key words Notes Custom Data

Single Stopping Queueing Auto

IRIS sample screen showing a résumé and one of the multiple extract windows. Personal information that has been extracted from the résumé is shown on top. Other tabbed pages store employment, education, skills and keywords. Notes and special information (such as source and routing, among others) can be added as required.

# Knowledge PRobe inc

622 Bloomington Road Suite 1, Aurora Ontario Canada L4G 3G8  
905-773-5735      [www.recruiter.ca](http://www.recruiter.ca)      fax: 905-773-7683

## **IRIS FEATURES & BENEFITS**

### **IRIS Extraction**

IRIS takes the contents of a résumé and automatically extracts:

- ☒ full name
- ☒ complete address
- ☒ home phone number
- ☒ work phone number
- ☒ alternate phone number
- ☒ e-mail address
- ☒ job objectives
- ☒ education details, including
  - ☒ university or school attended
  - ☒ major or course
  - ☒ degree or level
  - ☒ grade point average
- ☒ work history details, including
  - ☒ employer
  - ☒ Job title
  - ☒ Job classification or function
  - ☒ start and end dates
- ☒ skills and aliases (user-defined)
- ☒ associated and inferred skills
- ☒ non-trivial words as indexed keywords

### **Candidate Profiles**

IRIS automatically creates an accurate candidate profile record from this data. IRIS can also

- ☐ assign tracking events
- ☐ route the résumé to a specific recruiter
- ☐ attach a dossier copy of the résumé
- ☐ assign default values such as source and owner

With both a résumé and its categorized contents stored within The Recruiter's relational, client/server database, your recruiters will be able to:

- ☐ match candidate against job openings
- ☐ find candidates by searching the extracted data
- ☐ search against text within the résumés
- ☐ work with the organized contents of the résumés
- ☐ view an on-line text copy of each résumé

Not only can searches be performed against the database, but they can also include keyword searches of the entire set of résumés as well. This dual searching permits maximum flexibility in reviewing candidates.

### **Benefits**

Your company will benefit from the time and cost savings associated with on-line résumé processing. These savings will result from minimal data entry, instant letter writing, instant access to résumé text and instant access to applicant data. Your administrative burden will be reduced and paper traffic and loss will be kept to a minimum. Recruiter 4 Windows with IRIS provides a truly cost-effective solution for processing résumés and maintaining an accurate candidate pool.

### **Cost-Effective Automation**

Increase productivity and decrease costs concurrently through:

☐ **Rapid access to details and/or résumé text**  
Find candidates by searching a database and/or by searching for keywords or text within résumés. You have total flexibility in search methods.

☐ **Instant viewing of on-line résumés**  
Pull up each eligible résumé with a mouse click, without losing time searching through your paper files or e-mails.

☐ **Résumé sharing without risk of loss**  
With less paper or e-mails to handle, no more résumés will be lost or hidden in other people's desks.

☐ **Reduced administrative overhead**  
Get your candidate data on-line faster than by any other means. No entering of data and no retyping of a résumé.

☐ **Organized information**  
Data is transferred from a résumé and placed directly into the appropriate fields. Each candidate record is consistently organized with skills and employment categorized as needed. A dossier attachment is automatically created for MS/Word résumés.

☐ **Accurate tracking of the hiring process**  
Respond to applicants' and managers' questions. Know what stage any applicant is in. Track the activities associated with a résumé.

### **Other IRIS Features**

- ☐ knowledge-based extraction
- ☐ duplicate candidate detection
- ☐ classification by industry
- ☐ batch processing & unattended tandem modes
- ☐ extensive industry knowledgebases
- ☐ defer modes for unacceptable résumés
- ☐ associations infer other skills

### **IRIS Interfaces**

IRIS currently interfaces with Recruiter 4 Windows using the MS/SQL Server database and R4W/SE and R4W/HR using Paradox.

As of September 1999, plans are under way to create a completely stand-alone version of IRIS that will interface with existing recruiting products and in-house databases as well as Internet-based résumé collection processes.

Enter Web Address:  ☒[Adv. Search](#) [Compare Arcl](#)Searched for <http://www.recruiter.ca/recruiter/iris.html>**17** Results

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**Search Results for Jan 01, 1996 - Jul 08, 2003**

1996	1997	1998	1999	2000	2001	2002	2003
0 pages	0 pages	0 pages	2 pages	6 pages	8 pages	1 pages	0 pages
		<a href="#">Oct 13, 1999</a> *	<a href="#">Feb 26, 2000</a> *	<a href="#">Jan 07, 2001</a>	<a href="#">Feb 17, 2002</a>		
		<a href="#">Nov 15, 1999</a>	<a href="#">Mar 08, 2000</a>	<a href="#">Feb 09, 2001</a>			
			<a href="#">Jun 08, 2000</a> *	<a href="#">Apr 01, 2001</a>			
			<a href="#">Aug 23, 2000</a>	<a href="#">Apr 09, 2001</a>			
			<a href="#">Oct 16, 2000</a>	<a href="#">Jun 22, 2001</a>			
			<a href="#">Oct 18, 2000</a>	<a href="#">Aug 20, 2001</a>			
				<a href="#">Nov 19, 2001</a>			
				<a href="#">Dec 18, 2001</a>			

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## Employment Software — for Recruiters and HR —

### The Recruiter 4 Windows.

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#### ● Recruiter 4 Windows

[Your Vision](#)

R4W is a comprehensive, highly integrated recruitment software system that provides total candidate, client, contact and job opening management. A relational planner tracks events and activities from anywhere in the system.

[Our Focus](#)
[Technology](#)

R4W operates in today's world of client server and wide area networks using the latest industry standard operating system and RDBMS platforms. The optional Internet Assistant modules provide secure two-way access via the internet.

[Products](#)

Download and print our brochures [page 1](#) and [page 2](#) in MS/Word format.

[Clients](#)

#### ● Screen Shots

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- [Job Openings List](#)
- [Agency Client Quick Add](#)
- [Agency Job Order](#)
- [HR Vacancy](#)
- [Events](#)
- [Agency Planner](#)
- [Agency Placement](#)
- [Job Openings Manager](#)
- [HR Hiring](#)
- [Reports](#)
- [Lookups](#)

#### ● Features Summary

**RESUME INPUT**  
SCANNER, FAX, E-MAIL, KIOSK

**SEARCH BY**

**ADDITIONAL FEATURES**  
CLIENT/CONTACT  
MANAGEMENT  
INTERVIEW TRACKING  
EVENT TRACKING

EXTRACTED INFORMATION  
INDEXED RESUME TEXT  
RETRIEVAL  
HIERARCHICAL LOOK-UPS  
RATED SKILLS

**RELATIONAL DATABASE  
MANAGEMENT**  
MS - SQL Server

**WEB ACCESS**  
JOB ORDER POSTING  
INTERNET ASSISTANTS

JOB ORDER/VACANCY  
TRACKING  
SKILLS INVENTORY  
DOSSIER - DOCUMENTED  
MANAGEMENT  
INTEGRATED DAILY PLANNER  
CRYSTAL REPORTS  
BUILT-IN REPORT WRITER

**TAILORING**  
"LOOK and FEEL"  
TERMINOLOGY  
LOOKUP CODES (SKILLS, JOBS,  
etc.)  
SCREEN LAYOUT  
DATABASE  
FUNCTIONS  
WORKFLOW  
NEW FIELDS



# Recruiter 4 Windows

## “Success is a reflection of style”

Your standing in the recruitment industry is as much a factor of who you know, as it is of how you present yourself and your company. Your success is characterized by how your unique style of recruiting gives you that edge over your competitors. *Your style makes you successful.* Recruiter 4 Windows (R4W) is a recruitment productivity tool that will enhance that success.

### **THE RECRUITER PHILOSOPHY**

The design of R4W is based on the reality that no two recruiters are exactly alike in style, approach or needs. R4W is formulated to let you maximize your style without changing it. It is a system that is tailored to your requirements.

### **ALL NEEDS ARE NOT THE SAME**

Track as little or as much information as you need. Instruct R4W to perform actions on your behalf. Let it react when scheduled activities don't occur. Administer your day-to-day workflow automatically. Empower yourself to make the most out of your day.

### **R4W FEATURES**

- applicant tracking
- client management
- job order management
- activity management
- search & match
- reporting
- rated skills
- letter mail/merge
- daytimer & planner
- actions & reactions
- resume search & view
- keyword search
- hierarchical search
- document dossiers
- security & ownership
- quick power bar
- extensive lookup codes
- multi-user, client/server
- Windows 95/98/NT

### **THE TECHNOLOGY**

Recruiter 4 Windows is a comprehensive, highly integrated recruitment software system that provides for total candidate, client, contact and job order management. The relational planner tracks events and activities - past, future and expected. A placement function completes and extends the hiring cycle by enforcing rules and follow-ups.

Key to R4W is its customizability. It's our ability to adapt the system to your needs. Every customer uses the same underlying program, yet each customer becomes unique through tailoring of the shells around the executable. These shells include screen layout, database fields, reports, terminology, lookup codes, menus, functionality and workflow.

R4W is integrated with IRIS, the Intelligent Resume Input System for complete resume classification and processing.

R4W operates as a client/server application and may be extended to provide restricted Web access and job postings via the Internet.

Wendy Barsh (A33)			
Main   General   Notes   Events   Skills   Work/Educ   Résumé			
Name	Barsh Wendy		F2
Reference #	Résumé ? Y	Followups ?	Date Registered 10/7/97
Home Phone	416/555-9667	FAX F2	Career Start Date
Work Phone	416/555-8968	WORK F2	Availability Date 11/24/97
Other Phone	416/555-8213	TELEX F2	Last Assignment Date 11/21/97
			Next Assignment Date
Qualified Jobs	ACCOUNTING ASSISTANT F2		
	CUSTOMER SERVICE REP. F2		
Highest Educ	BACHELORS DEGREE F2		
Status	AVAILABLE F2		
Classification	FINANCE F2		
			Last Event 3/22/97 4:40:00 PM by FIRST, CALL
			Next Event 10/9/97 1:00:00 PM by Rob, INTERVIEW
			Availability Take Contract ?
			Mo Tu W Th Fr Sa Su Contract Status
			Full Day F2
			Search Status ACTIVE (SEARCHABLE) F2
<input type="button" value=" &lt; Prev"/> <input type="button" value=" Next &gt;"/> <input type="button" value=" Contracts"/> <input type="button" value=" Dial"/> <input type="button" value=" Print"/> <input type="button" value=" Actions"/> <input type="button" value=" Help"/> <input type="button" value=" Cancel"/> <input type="button" value=" Save"/>			

Enter Web Address: All [Take Me Back](#)[Adv. Search](#)Searched for <http://www.recruiter.ca/recruiter/r4w.html>**16** ResultsNote some duplicates are not shown. [See all](#).

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**Search Results for Jan 01, 1996 - Jul 08, 2003**

1996	1997	1998	1999	2000	2001	2002	2003
0 pages	0 pages	0 pages	2 pages	6 pages	6 pages	1 pages	0 pages
			<a href="#">Oct 13, 1999</a> *	<a href="#">Feb 26, 2000</a>	<a href="#">Mar 03, 2001</a>	<a href="#">Feb 13, 2002</a>	
			<a href="#">Nov 15, 1999</a>	<a href="#">Mar 03, 2000</a>	<a href="#">Apr 01, 2001</a>		
				<a href="#">Jun 09, 2000</a>	<a href="#">Apr 06, 2001</a>		
				<a href="#">Sep 18, 2000</a>	<a href="#">Jun 03, 2001</a>		
				<a href="#">Oct 16, 2000</a>	<a href="#">Oct 07, 2001</a>		
				<a href="#">Oct 19, 2000</a>	<a href="#">Dec 14, 2001</a>		

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